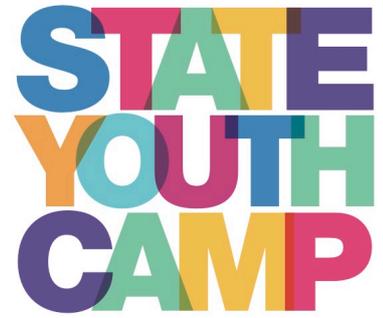


LEADERS CODE OF ETHICS & CONDUCT



As the leaders at this camp we acknowledge that everyone who attends our camp needs to be confident that they will be cared for, nurtured and encouraged as they grow and at the same time, protected from spiritual, physical and emotional harm.

Therefore we commit to the following ministry standards:

a. We minister out of a relationship with God by:

- joining in the life and ministry of the Camp
- studying the Scriptures in private and in groups
- praying regularly in private and in fellowship

b. We serve others in the context of healthy relationships by:

- treating others with respect; teaching and exercising authority respectfully
- upholding confidentiality; not disclosing to anyone (including spouse), any confidential information without the consent of the person providing the information. (Except where there is a legal obligation or a duty of care issue.)
- being a team player; cooperating with other ministry leaders, seeking advice of others when needed
- using words that build up; not ridiculing or embarrassing people
- avoiding ongoing counselling of teens with whom we have cared for/meet on camp

c. As Christian Leaders we will:

1. be accountable to our Church team & the Camp team, watch out for each other and protect each other's integrity, e.g. never alone with one teen/young or vulnerable adult.
2. act in the best interests of those we serve.
3. report our concerns about serious misconduct and/or abuse according to camp procedure.
 - treat every program participant equally, 'no favourites'
 - communicate with integrity, including accountable and wise use of electronic communication
 - acknowledge when we are out of our depth, do not possess the required skill set in difficult pastoral situations, such as helping a victim of abuse, or a person who needs professional counselling, and seek help from a Camp Leadership team member
 - not take property belonging to others, including intellectual property (copyright)
 - not knowingly making false, misleading deceptive, or defamatory statements
 - not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual misconduct, sexual grooming or spiritual abuse of any person, including your own family
 - not act violently or intentionally provoke violence
 - be responsible in our use of addictive substances and services (e.g. prescriptions/ alcohol)
 - not use any prohibited substance
 - act with sexual purity. Sexuality is a gift from God. We will express our sexuality in healthy and God directed ways. For example; sexual intimacy within the confines of the marriage relationship, do not view pornography and romantic interactions will be meaningfully consensual with power imbalances transparently managed. Including not starting a romantic relationship with any underage or who is in our care
 - act with financial integrity, including being accountable and transparent systems in place for in financial matters
 - disclose to the Camp leadership if we are or have been investigated for any criminal offences or have any knowledge of serious criminal activity

Everyone is capable of sin but can repent and be forgiven (1 John 1:8-9). It stands to reason then, that the code can be breached. When the Code is breached:

i. Minor

When this happens in an area that is not a breach of civil or criminal law, simply cease the conduct. If this is difficult, the person should see their team leader or supervisor about receiving help (eg. counselling). In some cases it may be necessary to step a person aside from their role at camp. It is crucial to deal with such matters confidentially and sensitively.

ii. Unknown

Not all leaders will understand 'unacceptable' behaviours. Even after explaining the code some may be unaware they are exhibiting unacceptable behaviours. Leaders need to be open to correction and humble enough to modify behaviours so as to not discredit the gospel. As above, stepping a person aside from their duties may be necessary.

iii. Constant

There are breaches that are not a breach of civil or criminal law, but still unacceptable behaviour in a ministry context. Where a leader has been made aware of their behaviour and yet refuses to change then Camp Leadership and the Camp Safety Team needs to:

a. Dismiss the leader either from their role at camp or from camp altogether and

b. Report this behaviour to their local Church leadership post camp

NB. Written notes of all meetings to be carefully taken and a copy given to all parties

iv. Breaches of the law or allegations of abuse

Allegations of abuse or serious misconduct are to be referred to the appropriate government authorities, in line with Baptist Association processes